

USDA – FARM SERVICE AGENCY
Federal Human Capital Survey (2002)
Critical Analytical Summary

Overall, the **Positive** responses outweigh the **Negative** and **Neutral** responses in the major human capital categories of Strategic Alignment, Talent, Leadership, Performance Culture and Knowledge Management.

Some of the more notable positive responses of the FSA employees polled are:

- 91% of FSA employees know how their jobs relate to the agency's mission and goals (Strategic Alignment)
- 82% of FSA employees claim their supervisors support their needs to balance work and family issues (Talent)
- 91% of FSA employees claim the work they do is important (Leadership)
- 80% of FSA employees claim they are held accountable for achieving results (Performance Culture)
- 67% of FSA employees claim employees in their work unit share their knowledge with each other (Knowledge Management)

On the other hand, some of the responses that indicate improvement opportunities are:

- Only 47% of FSA employees claim products & services in their work unit are improved based on customer / public input (Strategic Alignment)
- Only 35% of FSA employees claim that they are able to recruit people with the right skills (Talent)
- Only 31% of FSA employees claim that leaders generate high levels of motivation and commitment in the workforce (Leadership)
- Only 38% of FSA employees claim that high-performing employees in their work unit are recognized or rewarded on a timely basis (Performance Culture)
- Only 42% of FSA employees claim their training needs are assessed (Knowledge Management)

In the months to come, Human Resources will engage several strategies, emphasizing those already in the Human Capital Plan, to enhance what the Agency is doing well and to improve upon what the Agency has identified as improvement areas. In addition, HR will coordinate Government wide improvement areas initiated by OPM, such as dealing with poor performers and ensuring selections for promotions are based on merit.

